

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY OF GRESHAM  
AND  
IAFF Local 1062**

Background: At the request of IAFF Local 1062, the City and the IAFF agree to formalize Compensatory Time Off as earned, used, and carried forward by Fire Department employees assigned to a 40-hour work schedule. Final language may be included in successor agreements as may be appropriate.

For the purpose of this MOU, the IAFF and the City agree to the following terms effective August 1, 2019:

Compensatory Time Off:

1. The accrual rate of compensatory time for employees assigned to a 40-hour work schedule will be time and one-half for each hour of overtime worked.
2. An employee may accumulate a maximum of 80 hours of compensatory time credit at any given time.
3. A maximum of 60 hours of compensatory time may be transferred into a new calendar year. On January 1 of each year, all compensatory time in excess of 60 hours will automatically be paid out in cash to the employee.
4. Employees may opt to cash-out all or a portion of accrued comp time once each year. When doing so, employees must provide written notice by November 1 of each year. The City's obligation to cash-out comp time shall only be required with the proper notice.
5. Compensatory time cash-out payments will be made on the last paycheck in November provided written notice is received by the timeframe in #4 and does not exceed the employee's comp time balance accrued through November 5th. Comp time earned after November 5th will not be considered in a comp bank cash out.
6. The accrual and use of compensatory time will be reported on the time and attendance records (e-time) in the pay period it was earned or used.
7. Compensatory time may be used at times mutually agreed upon by employees and supervisors in amounts of not less than two hours.
8. Hours worked that result in accruals beyond the 80-hour maximum will be paid as overtime following the pay period in which it was accrued.
9. This Agreement expires on June 30, 2022.

An employee will be compensated for accumulated comp time upon separation or promotion into a non-represented position.

For the City:

For the Union:



Mitch Snyder, Fire Chief



Kevin Larson, President Local 1062

Date: 8-14-19

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